

A G E N D A

Tuesday, January 14, 1969  
3:15 p.m.  
Staff Dining Room

A. Call to Order

B. Approval of previous minutes

C. Information Items

1. Referendum of the Statewide Academic Senate (R. Keif)
  - a. To be held locally February 12 or 13 or 14, as decided by the ad hoc Elections Committee (C. Johnson, chairman).
  - b. Ad hoc Elections Committee assigned responsibility of conducting the Referendum.
  - c. Announcement of appointment of Referendum Information sub-committee of the Elections Committee, responsible for collecting, reproducing, and distributing pertinent information on the issues to all eligible voters.
2. Report from ad hoc Personnel Committee - (D. Grant). Request for consensus on Statewide Academic Senate resolution AS-221-68/F&SA, APPOINTMENT, REAPPOINTMENT, TENURE, PROMOTION, AND REASSIGNMENT, distributed as attachment I to December 12, 1968 Agenda.
3. Announcement of committee appointments and nominations. (R. Keif)
  - a. Instruction Committee
  - b. Fairness Board (replacement)
  - c. Grievance Committee (replacement)
  - d. Discrimination Study Committee
  - e. Creative and Related Arts Review Panel
  - f. Race Relations Committee
  - g. Student Affairs Council

D. Business Items

1. 1969-70 Academic Calendar (R. Ratcliffe) (Attachment I)  
Request the Senate recommend approval of the Calendar as submitted.
2. Report from Grievance Committee (L. Sankoff)  
Request approval of Senate on Revised Grievance Procedure (Attachment II)
3. Report from By-laws Committee (C. Johnson)

E. Announcements

F. Adjournment

## ACADEMIC CALENDAR -- 1969-70

## SUMMER QUARTER, 1969

June 6	Friday	Last day to complete application for admission to summer quarter
June 16	Monday	Registration of all students Beginning of college year Beginning of summer quarter
June 17	Tuesday	Classes begin for all students
June 24	Tuesday	Last day to enroll for summer quarter Last day to add courses
July 1	Tuesday	Last day to withdraw from classes without penalty
July 4	Friday	Independence Day -- academic holiday
August 26-29	Tuesday-Friday	Final examinations
August 29	Friday	End of summer quarter
August 30 - September 13	Saturday-Saturday	Academic holiday

## SUMMARY OF CALENDAR DAYS

	<u>Su '69</u>	<u>F '69</u>	<u>W '70</u>	<u>Sp '70</u>	<u>Su '70</u>
Begin Year		3			
Registration	1	2	1	1	1
MWF Days	(29)	(31½)	(29)	(29½)	(30)
TTh Days	(20)	(20)	(19)	(20)	(20)
Total Class Days	49	(51½)	48	49½	50
Exams	4	4	4	4	4
End Year					
Academic Work Days	<u>54</u>	<u>60½</u>	<u>53</u>	<u>54½</u>	<u>55</u>

ACADEMIC CALENDAR -- 1969-70 Continued

FALL QUARTER

August 16	Saturday	Last day to complete application for admission to fall quarter
September 15	Monday	Beginning of fall quarter (faculty only)
September 18-19	Thursday-Friday	Registration of all students
September 22	Monday	Classes begin for all students
September 29	Monday	Last day to enroll for fall quarter
		Last day to add courses
October 6	Monday	Last day to withdraw from classes without penalty
November 11	Tuesday	Veteran's Day -- academic holiday
November 26-29	Wednesday (1 p.m.)-Saturday	Thanksgiving -- academic holiday
December 8-11	Monday-Thursday	Final examination period
December 11	Thursday	End of fall quarter
December 12- January 2	Friday-Thursday	Christmas -- academic holiday

WINTER QUARTER

December 11	Thursday	Last day to complete application for admission to winter quarter
January 3	Saturday	Registration of all students not previously registered
		Beginning of winter quarter
January 5	Monday	Classes begin for all students
January 12	Monday	Last day to enroll for winter quarter
		Last day to add courses
January 19	Monday	Last day to withdraw from classes without penalty
March 12-17	Thursday-Tuesday	Final examination period
March 17	Tuesday	End of winter quarter
March 18-22	Wednesday-Sunday	Academic holiday

SPRING QUARTER

March 6	Friday	Last day to complete application for admission to spring quarter
March 23	Monday	Registration of all students not previously registered
		Beginning of spring quarter
March 24	Tuesday	Classes begin for all students
March 27	Friday	Good Friday -- academic holiday begins at 1 p.m.
April 6	Monday	Last day to enroll for spring quarter
		Last day to add courses

ACADEMIC CALENDAR -- 1969-70 Continued

SPRING QUARTER Continued

April 10	Friday	Last day to withdraw from classes without penalty
April 17	Friday	Last day to apply for June commencement
April 25	Saturday	Last day to file for master's examination
June 2-5	Tuesday- Friday	Final examination period
June 6	Saturday	Commencement End of spring quarter End of college year (faculty only)
June 7-14	Sunday- Sunday	Academic holiday

TENTATIVE SUMMER QUARTER, 1970

June 5	Friday	Last day to complete application for admission to summer quarter
June 15	Monday	Registration of all students Beginning of college year Beginning of summer quarter
June 16	Tuesday	Classes begin for all students
June 23	Tuesday	Last day to enroll for summer quarter Last day to add courses
June 30	Tuesday	Last day to withdraw from classes without penalty
August 25-28	Tuesday- Friday	Final examination period
August 28	Friday	End of summer quarter


## Memorandum

To : President Robert E. Kennedy

Date : December 17, 1968

File No.:

Copies : D. W. Cook

From : Dale W. Andrews 

Subject: 1969-70 Academic Calendar

The Academic Council, at its meeting of December 16, 1968, considered as a business item the proposed 1969-70 Academic Calendar. The proposal and an alternate had previously been distributed in connection with the discussion item on December 2.

Attached is a copy of the calendar proposed by Mr. Cook as amended and approved by the Academic Council.

You will be interested in several features as follows:

1. Since January 1 in 1970 falls one day later in the week than it does in 1969, the proposed calendar shows only one day of registration for the winter and spring quarters and labels this day "registration of all students not previously registered." Mr. Cook's intention here was to stimulate discussion of the possibility that by the middle of next fall quarter, we might be in a position to change the method of registering students who are in continuous attendance.
2. The Academic Council asked that the academic holiday for Thanksgiving begin on the afternoon of Wednesday in order that students might be able to travel more conveniently to their homes for the Thanksgiving holiday. This change was requested, according to Mr. Murray, by the Student Affairs Council, which endorsed the proposed calendar. The housing people also expressed a desire for the Wednesday afternoon holiday.
3. The proposed calendar allows a full day on Friday, January 2, for return of students and faculty to the campus. The following day, a Saturday, is scheduled for registration as mentioned above. A question will arise as to whether this Saturday may be designated an academic workday. Should it not be possible to develop a different registration plan, we would have the option of scheduling a day and a half registration on January 2-3.
4. The Academic Council recommends that the Good Friday academic holiday begin in the afternoon. This change would add one class day to most MWF classes, would not interfere seriously with student's travel plans, and would perhaps avoid criticism regarding observance of Good Friday.

I understand that you will be forwarding the Academic Calendar for consultation with faculty, before indicating your approval. We could supply additional copies of the attachment for this purpose.

Attachment



## FACULTY GRIEVANCE PROCEDURES

1. THERE IS HEREBY ESTABLISHED A COMMITTEE TO BE KNOWN AS THE COMMITTEE ON FACULTY GRIEVANCES, HEREINAFTER TO BE REFERRED TO AS THE COMMITTEE:

### 1.1 PURPOSES

~~The purposes of the Committee shall be as follows.~~

#### THE COMMITTEE SHALL:

- 1.11 ~~To~~ HEAR AND REVIEW ~~when brought to it~~ ACCORDING TO THE PROCEDURES DESIGNATED, GRIEVANCE BROUGHT TO IT BY ACADEMIC EMPLOYEES CONCERNING APPOINTMENT, REAPPOINTMENT, REASSIGNMENT, TENURE, PROMOTION, WORKING CONDITIONS, BENEFITS, LAYOFF AND REEMPLOYMENT. ~~dismissal, suspensions, or demotion.~~
- 1.12 ~~To~~ RECOMMEND TO THE COLLEGE PRESIDENT SPECIFIC ACTION WHICH THE COMMITTEE BELIEVES WILL SATISFACTORILY RESOLVE THE GRIEVANCE.
- 1.13 ~~To~~ RECOMMEND TO THE ~~Faculty-Staff-Council~~ ACADEMIC SENATE ANY CHANGES WHICH MAY IMPROVE PROCEDURES IN FUTURE GRIEVANCES.

### 1.2 MEMBERSHIP

- 1.21 THE COMMITTEE SHALL CONSIST OF ~~twelve~~ FIFTEEN MEMBERS, THREE FROM EACH INSTRUCTIONAL SCHOOL. EACH MEMBER SHALL BE A TENURED, FULLTIME MEMBER (EXCLUDING ADMINISTRATIVE PERSONNEL) OF THE FACULTY WITH ACADEMIC RANK, ~~with the rank of~~ PRINCIPAL OR PRINCIPAL VOCATIONAL INSTRUCTOR. THE COMMITTEE SHALL SELECT ITS OWN CHAIRMAN.
- 1.22 MEMBERS OF THE COMMITTEE WILL BE APPOINTED BY THE CHAIRMAN OF THE ~~Faculty-Staff-Council~~ ACADEMIC SENATE ON THE RECOMMENDATION OF THE EXECUTIVE COMMITTEE, WHO ARE THEMSELVES MEMBERS OF THE FACULTY WITH ACADEMIC RANK. EACH MEMBER OF THE COMMITTEE SHALL BE APPOINTED FOR A TERM OF THREE YEARS, EXCEPT THAT WHEN ORIGINALLY APPOINTED, TERMS OF MEMBERS SHALL BE DESIGNATED AS FOLLOWS: FIVE MEMBERS, THREE YEARS: FIVE MEMBERS, TWO YEARS: FIVE MEMBERS, ONE YEAR. ~~In making recommendations for appointments to this Committee, every effort should be made to select from these eligible members of the faculty best qualified by wisdom, experience, and judicial temperament. When originally appointed, members of the Committee shall serve as an interim Committee for the balance of the academic year.~~
- 1.23 FIVE MEMBERS OF THE COMMITTEE, CONSISTING OF AT LEAST ONE MEMBER FROM EACH INSTRUCTIONAL SCHOOL, WILL CONSTITUTE A SUB-COMMITTEE TO HEAR EACH GRIEVANCE CASE. APPOINTMENT OF THE SUB-COMMITTEE WILL BE MADE WITHIN FIVE DAYS OF RECEIPT OF THE FORMAL COMPLAINT AS FOLLOWS:
  - 1.231 A COMMITTEE MEMBER WHO IS IN THE SAME DEPARTMENT AS THE ~~aggrieved individual~~ GRIEVANT SHALL BE AUTOMATICALLY DISQUALIFIED FROM SERVING ON THE SUB-COMMITTEE

- 1.232 THE CHAIRMAN OF THE COMMITTEE WILL CONSULT WITH THE PRESIDENT OF THE COLLEGE AND WILL DISQUALIFY ANY MEMBER THAT THE PRESIDENT CAN SHOW ~~good~~ VALID REASON FOR CHALLENGING.
- 1.233 THE CHAIRMAN OF THE COMMITTEE WILL CONSULT WITH THE ~~aggrieved individual~~ GRIEVANT AND WILL DISQUALIFY ANY MEMBER THAT THE AGGRIEVED CAN SHOW ~~good~~ VALID REASON FOR CHALLENGING.
- 1.234 ANY MEMBER OF THE COMMITTEE MAY DISQUALIFY HIMSELF FROM HEARING ANY CASE AFTER GIVING ~~good~~ VALID CAUSE.
- 1.235 MEMBERS OF THE SUB-COMMITTEE WILL BE APPOINTED BY THE CHAIRMAN OF THE COMMITTEE ~~with-the-approval-of-the-Executive Committee-of-the-Faculty-Staff-Council; who-are-themselves members-of-the-faculty-with-academic-rank; --Members-of-the sub-committee-will-be-selected~~ FROM THE COMMITTEE MEMBERS WHO HAVE NOT BEEN DISQUALIFIED. THE SUB-COMMITTEE WILL SELECT ITS OWN CHAIRMAN.
- 1.236 IF, AT ANY TIME, THE DISQUALIFICATION OF MEMBERS OF THE COMMITTEE RESULTS IN THE NON-AVAILABILITY OF FIVE ELIGIBLE MEMBERS WITH AT LEAST ONE FROM EACH INSTRUCTIONAL SCHOOL, ADDITIONAL TEMPORARY MEMBERS WILL BE APPOINTED IN THE SAME MANNER AS PROVIDED FOR REGULAR APPOINTMENT TO THE COMMITTEE.
- 1.24 THE CHAIRMAN AND VICE-CHAIRMAN OF THE ~~Faculty-Staff-Council~~ ACADEMIC SENATE AND STATE-WIDE ACADEMIC SENATORS MAY NOT BE CALLED TO SERVE AS MEMBERS OF THE COMMITTEE.
- 1.25 SHOULD ANY DULY APPOINTED MEMBER OF THE COMMITTEE SUBSEQUENTLY ASSUME ONE OF THESE OFFICES, HIS POSITION ON THE COMMITTEE SHALL BE CONSIDERED VACATED AND ANOTHER PERSON WILL BE APPOINTED TO FILL THE BALANCE OF THE TERM TO WHICH HE HAD BEEN APPOINTED.
- 1.26 SHOULD ANY MEMBER OF THE COMMITTEE BE UNABLE, FOR ANY REASON, TO COMPLETE A TERM FOR WHICH HE HAS BEEN APPOINTED, A REPLACEMENT WILL BE APPOINTED TO FILL THE BALANCE OF THE TERM.
- 1.27 SHOULD A MEMBER OF THE COMMITTEE BE GRANTED AN OFFICIAL LEAVE FOR A PERIOD OF TIME LESS THAN THAT REMAINING IN HIS TERM, OR IN CASE AN EXTENDED ABSENCE OF A MEMBER SHALL SEEM LIKELY TO THE COMMITTEE BECAUSE OF ILLNESS OR BECAUSE OF OTHER REASONS, A REPLACEMENT WILL BE APPOINTED FOR THE PERIOD OF LEAVE OR OTHER ABSENCE.
- 1.271 SHOULD THE COMMITTEE BE INVOLVED IN A SPECIFIC CASE AT THE TIME OF THE RETURN OF AN ABSENT MEMBER, THE REPLACEMENT MEMBER WILL CONTINUE AS A MEMBER OF THE COMMITTEE IN ALL SESSIONS DEALING WITH THAT SPECIFIC CASE UNTIL IT IS CONCLUDED. THE RETURNING MEMBER WILL RESUME MEMBERSHIP ON THE COMMITTEE IN ANY NEW CASES BROUGHT BEFORE THE COMMITTEE.

- 1.28 ANY MEMBER OF THE COMMITTEE MAY BE REAPPOINTED UPON THE EXPIRATION OF HIS PRESCRIBED TERM. IF THE COMMITTEE IS INVOLVED IN ANY SPECIFIC CASE AT THE TIME OF THE EXPIRATION OF THE TERM OF ANY MEMBER, THAT MEMBER SHALL CONTINUE TO FUNCTION AS A MEMBER OF THE COMMITTEE IN ITS DEALINGS WITH THE SPECIFIC CASE ONLY. UNTIL THE CASE IS CONCLUDED. ANY NEWLY APPOINTED MEMBER SHALL NOT BE CONSIDERED AS A MEMBER OF THE COMMITTEE IN RELATION TO ANY CASE CONTINUING FROM A TIME PRIOR TO HIS TERM. HE SHALL, HOWEVER, SERVE AS A MEMBER OF THE COMMITTEE FOR ALL OTHER MATTERS, BEGINNING WITH THE FIRST DAY OF HIS DESIGNATED TERM OF SERVICE.

## 2. GRIEVANCE PROCEDURES

### 2-1 Rights-of-the-Faculty

~~Every-faculty-member-is-guaranteed-the-right-to-a-full-and-fair-hearing of-a-grievance,-a-prompt-decision-at-the-department-or-school-level,-and an-appeal-for-review-in-accordance-with-these-rules.--The-faculty-member shall-have-the-right-to-assistance-by-any-person-of-his-own-choice-in preparing-and-presenting-his-grievance.~~

- 2-2 ~~The-proceedings-at-all-levels-shall-be-private,-and-all-matters-prescated shall-be-held-in-confidence-by-all-parties-and-persons-present.~~

### 2.1 DEFINITIONS

2-3

- 2.11 A GRIEVANCE IS A COMPLAINT ARISING OUT OF AN ALLEGED UNAUTHORIZED  
2-31 ~~OR UNJUSTIFIED ACTION BY AN ADMINISTRATIVE OFFICE WHICH IN ANY WAY AFFECT THE EMPLOYMENT STATUS OR OTHER RIGHTS OR PRIVILEGES of-a member-of~~ OF THE FACULTY. ADMINISTRATIVE OFFICERS, FOR THIS PURPOSE, SHALL INCLUDE DEPARTMENT HEADS, DEANS OF SCHOOLS, AND OTHER OFFICERS OF THE COLLEGE.

- 2.12 FOR THE PURPOSES OF THESE PROCEDURES, THE TERM "DAYS" SHALL IN ALL  
2-32 INSTANCES BE CONSTRUED AS DAYS DURING WHICH THE COLLEGE IS IN REGULAR SESSION AND THE ACADEMIC PROGRAM IS BEING CARRIED ON, AND SHALL EXCLUDE SATURDAYS, SUNDAYS, AND ALL ACADEMIC RECESSES AND DAYS THAT EITHER THE AGGRIEVED OR THE ADMINISTRATIVE REVIEWING OFFICERS ARE ABSENT FROM THE CAMPUS ON OFFICIAL LEAVE.

- 2.13 AS USED IN THESE PROCEDURES, THE PHRASE " PERSONS DIRECTLY INVOLVED" MEANS THOSE WHO MADE THE DECISION(S) ABOUT WHICH THE GRIEVANT SEEKS A HEARING.

- 2.14 FACULTY MEMBER IS ANY TEACHING STAFF AND ANY OTHER ACADEMIC EMPLOYEE HOLDING RANK IN A DISCIPLINE, AND PROFESSIONAL LIBRARIANS.

### 2.2 INFORMAL DISCUSSIONS

2-4

- 2.21 ANY FACULTY MEMBER WHO BELIEVES HE HAS A GRIEVANCE SHALL MAKE A GOOD FAITH ATTEMPT TO RESOLVE THE PROBLEM BY DISCUSSING THE GRIEVANCE WITH THE HEAD OF HIS DEPARTMENT AT THE EARLIEST OPPORTUNITY. IF THIS ATTEMPT IS UNSUCCESSFUL, HE MAY MAKE A SIMILAR ATTEMPT TO RESOLVE THE PROBLEM IN CONFERENCE FIRST WITH THE DEAN OF THE SCHOOL AND IF NOT RESOLVED AT THAT LEVEL, WITH THE TOP ADMINISTRATIVE AUTHORITY.



2.22 THE DISCUSSIONS WILL BE PRIVATE AND ALL MATTERS PRESENTED WILL BE HELD IN CONFIDENCE BY ALL PARTIES INVOLVED EXCEPT THAT THE MATTERS DISCUSSED MAY BE PRESENTED AT SUBSEQUENT HEARINGS.

2.3 FORMAL GRIEVANCE PROCEDURES

2.5

2.31 IF THE PROBLEM HAS NOT BEEN RESOLVED BY MEANS OF INFORMAL DISCUSSION ~~at-the-department-or-school-level~~, AS OUTLINED IN 2.2, THE FACULTY MEMBER MAY FILE A FORMAL GRIEVANCE. ~~The order of appeal; in proper sequence; is as follows:~~

THE GRIEVANCE SHALL BE FULLY DEFINED AND DOCUMENTED IN WRITING ON THE OFFICIAL FORM, AND SHALL BE PRESENTED IN THE FOLLOWING SEQUENCE AS NECESSARY:

2.32 TO HIS DEPARTMENT HEAD: ~~the grievance shall be fully defined and documented in writing to his Department Head~~, THE DEPARTMENT HEAD WILL REVIEW THE GRIEVANCE AND WILL REPLY IN WRITING WITHIN FIVE DAYS. IF THE ~~aggrieved~~ GRIEVANT IS NOT SATISFIED WITH THE REPLY, ~~he may proceed to the next level of appeal~~ HE MAY APPEAL TO HIS SCHOOL DEAN. FAILURE OF THE AGGRIEVED TO TAKE FURTHER ACTION WITHIN FIVE DAYS OF THE RECEIPT OF THIS REPLY WILL CONSTITUTE A DROPPING OF THE GRIEVANCE.

2.33 TO HIS SCHOOL DEAN: ~~The grievance shall be fully defined and documented in writing to his~~ THE SCHOOL DEAN who will WILL REVIEW THE APPEAL AND WILL REPLY IN WRITING WITHIN TEN DAYS. IF THE ~~aggrieved~~ GRIEVANT IS NOT SATISFIED WITH THE REPLY HE MAY ~~proceed to the next level of appeal~~ MAKE APPEAL TO THE GRIEVANCE COMMITTEE. FAILURE OF THE ~~aggrieved~~ GRIEVANT TO TAKE FURTHER ACTION WITHIN TEN DAYS OF THE RECEIPT OF THIS REPLY WILL CONSTITUTE A DROPPING OF THE GRIEVANCE.

2.53 ~~To the Committee--The grievance shall be made in writing to the Chairman of the Committee on Faculty Grievances; who will initiate the formation of the sub-committee to hear and investigate the grievance.~~

2.34 TO THE CHAIRMAN OF THE GRIEVANCE COMMITTEE: THE CHAIRMAN WILL APPOINT AN AD HOC COMMITTEE WHICH WILL DECIDE ON THE BASIS OF WRITTEN STATEMENTS PRESENTED BY THE aggrieved-person GRIEVANT AND PRELIMINARY DISCUSSIONS WITH THE aggrieved GRIEVANT WHETHER OR NOT THERE ARE SUFFICIENT GROUNDS TO HEAR A CASE AND WHETHER OR NOT THE AD HOC COMMITTEE SHALL ACCEPT WRITTEN STATEMENTS IN LIEU OF PERSONAL APPEARANCES BY WITNESSES. IF THE AD HOC COMMITTEE DECIDES THAT THERE ARE NOT SUFFICIENT GROUNDS TO HEAR A CASE AND CLOSES THE CASE, IT SHALL NOTIFY THE aggrieved-person GRIEVANT IN WRITING AS TO THE REASONS FOR ITS ACTIONS. THE COMMITTEE SHALL RESPECT THE JUDGMENT OF A PRIOR FACULTY COMMITTEE ON MATTERS OF SUBSTANCE AS LONG AS THAT JUDGMENT IS BASED ON THE FACTS OF THE CASE.

2.342 IF THE AD HOC COMMITTEE DECIDES THERE ARE GROUNDS FOR GRIEVANCE, THE CHAIRMAN OF THE GRIEVANCE COMMITTEE WILL APPOINT A SUB-COMMITTEE TO HEAR AND INVESTIGATE THE GRIEVANCE. THE FOLLOWING GENERAL PRINCIPLES AND PROCEDURES WILL APPLY:

2-531 Procedures-for-the-sub-committee-in-cases-involving  
tenure,-promotion,-working-conditions,-layoff-and  
reemployment-are-as-follows:

- (1) In-these-proceedings,-the-technical-rules-of  
evidence-and-customary-court-procedures-are-not  
binding.
- (1) THE "persons-directly-involved" GRIEVANT SHALL  
HAVE THE RIGHT TO ASSISTANCE BY A PERSON OF HIS  
OWN CHOICE IN PRESENTING HIS CASE. ALSO, ANY  
other "PERSONS DIRECTLY INVOLVED" IN THE  
GRIEVANCE MAY BE SO REPRESENTED.
- (2) Witnesses-will-not-be-sworn-in.
- (2) THE grievance SUB-COMMITTEE MAY HAVE PRESENT  
SUCH ASSISTANCE AS IT DEEMS NECESSARY. THE  
SUB-COMMITTEE MAY ALSO ASK QUESTIONS, CALL FOR  
ADDITIONAL WITNESSES, OR INFORMATION.
- (3) Witnesses-will-not-be-cross-examined.
- (3) EXCEPT AS PERMITTED IN (4) BELOW, THE PROCEEDINGS  
AT ALL LEVELS SHALL BE OPEN ONLY TO THE GRIEVANT,  
participants, "PERSONS DIRECTLY INVOLVED," THEIR  
REPRESENTATIVES, AND TO PERSONS PRESENTING  
INFORMATION TO THE grievance SUB-COMMITTEE WHILE  
THEY ARE PRESENTING SUCH INFORMATION OR BEING  
QUESTIONED BEFORE THE SUB-COMMITTEE CONCERNING  
SUCH INFORMATION; AND ALL MATTERS PRESENTED  
SHALL BE HELD IN CONFIDENTIAL BY ALL PARTIES AND  
PERSONS PRESENT.
- (4) Witnesses-will-testify-only-before-members-of  
the-sub-committee,-the-party-presenting-his  
case-at-the-time,-and-one-representative-of  
the-other-party.
- (4) THE GRIEVANT "PERSONS DIRECTLY INVOLVED" MAY  
REQUEST THAT THE SUB-COMMITTEE PERMIT AN  
OBSERVER (S) TO BE PRESENT, EXCEPT THAT THE  
ENTIRE PROCEEDING SHALL BE CLOSED IF REQUESTED  
IN ADVANCE BY THE aggrieved GRIEVANT.
- (5) Opposing-parties-will-be-permitted-to-present  
their-case-as-they-see-fit.--During-the-presenta-  
tion,-members-of-the-sub-committee-may-ask-only  
those-questions-which-will-clarify-the-point  
being-made-at-the-time.
- (5) AT ANY POINT IN THE PROCEEDINGS PRIOR TO THE  
TIME AT WHICH THE SUB-COMMITTEE MEETS TO CONSIDER  
ITS DECISION, a-person-bringing-a-grievance THE  
GRIEVANT MAY WITHDRAW THE GRIEVANCE IN WRITING  
WITH THE CONSENT OF THE grievance SUB-COMMITTEE.

- ~~(6) Questions may be asked by any member of the sub-committee at the end of any witness's presentation or at the end of the presentation of the case.~~
- (6) IN THESE PROCEEDINGS, THE TECHNICAL RULES OF EVIDENCE AND CUSTOMARY COURT PROCEDURES ARE NOT BINDING.
- ~~(7) The sub-committee chairman may limit the calling of witnesses and the submission of evidence subject to the wishes of the majority of the sub-committee.~~
- (7) TESTIMONY WILL NOT BE TAKEN UNDER OATH.
- ~~(8) A transcribed record of the proceedings may be made by either party providing the transcript is made available at cost to the other party and committee if requested.~~
- (8) THE GRIEVANT AND "PERSONS DIRECTLY INVOLVED" IN THE GRIEVANCE AND THEIR REPRESENTATIVES MAY ALL PRESENT STATEMENTS AND ASK QUESTIONS OF EACH OTHER AND THE WITNESSES.
- (9) THE GRIEVANT AND "PERSON DIRECTLY INVOLVED" WILL BE PERMITTED TO PRESENT THEIR CASE AS DEEMED NECESSARY.
- (10) THE SUB-COMMITTEE CHAIRMAN MAY LIMIT THE CALLING OF WITNESSES AND THE SUBMITTAL OF EVIDENCE SUBJECT TO THE WISHES OF THE MAJORITY OF THE SUB-COMMITTEE.
- (11) IN REACHING ITS DECISION, THE SUB-COMMITTEE SHALL NOT CONSIDER OR REVIEW ANY DOCUMENT OR OTHER MATERIAL TO WHICH THE PARTIES TO THE GRIEVANCE ARE NOT AFFORDED ACCESS WITH AMPLE TIME FOR RESPONSE.
- (12) A TRANSCRIBED RECORD OF THE PROCEEDINGS MAY BE MADE BY EITHER PARTY PROVIDING THE TRANSCRIPT IS MADE AVAILABLE AT COST TO THE OTHER PARTY AND SUB-COMMITTEE IF REQUESTED.

2:54 The sub-committee shall make a decision in the form of a recommendation to the President of the College and shall also indicate what its decision is to the aggrieved faculty member; to the Dean of his School; and to the Head of his Department within three days of the completion of the hearing.

2-55 Appeal-to-the-President-of-the-College

The aggrieved shall have the right to appeal the recommendations of the sub-committee to the President of the College for a final review at the College level. The appeal must be filed in writing within five (5) days after notification of the sub-committee's recommendation. The President shall not delay his decision beyond a reasonable time.

2.4 COMMITTEE REPORT AND APPEALS

2.41 THE grievance SUB-COMMITTEE SHALL MAKE ITS REPORT, WITH RECOMMENDATIONS FOR SETTLEMENT OF THE CASE, TO THE PRESIDENT OF THE COLLEGE, WITH COPIES TO THE GRIEVANT AND "PERSONS DIRECTLY INVOLVED" IN THE GRIEVANCE. THE DECISIONS OF THE PRESIDENT ON EACH CASE ARE FINAL ON EACH CAMPUS. THE DECISION OF THE PRESIDENT, EXCEPT IN RARE INSTANCES AND FOR COMPELLING REASONS, SHALL CONCUR WITH THE JUDGMENT OF THE grievance SUB-COMMITTEE. IN THE EVENT THAT THE PRESIDENT'S DECISION IS NOT IN ACCORD WITH THE grievance SUB-COMMITTEE'S JUDGMENT, THE COMPELLING REASONS FOR HIS DECISION SHALL BE STATED IN DETAIL TO THE GRIEVANT AND TO THE grievance SUB-COMMITTEE.

2.42 An aggrieved person A GRIEVANT MAY APPEAL TO THE CHANCELLOR AFTER THE PRESIDENT'S DECISION HAS BEEN REACHED, IF THE PRESIDENT DOES NOT CONCUR WITH THE RECOMMENDATIONS OF A grievance SUB-COMMITTEE.

2.43 IF THE aggrieved GRIEVANT APPEALS, THE CHANCELLOR SHALL APPOINT A COMMITTEE OF THREE PERSONS (FROM A PREVIOUSLY SELECTED PANEL) WHICH IS ACCEPTABLE TO THE CHAIRMAN OF THE ACADEMIC SENATE, CSC, WHICH COMMITTEE SHALL REVIEW THE CASE AND ARRIVE AT A DECISION WHICH SHALL BE BINDING ON ALL PARTIES, PROVIDED THAT NO DECISION MAY REQUIRE AN ACTION BEYOND THE AUTHORITY OF THE CALIFORNIA STATE COLLEGES. FOLLOWING THE COMMITTEE'S DECISION, THE aggrieved GRIEVANT SHALL HAVE NO FURTHER APPEAL WITHIN THE CALIFORNIA STATE COLLEGE SYSTEM.

2-6 Time Limits

Time limits established by these rules may be extended to a time accepted by mutual agreement.

2-7 Further Appeal to the Board of Trustees

The foregoing procedures do not prohibit further appeal by the aggrieved as provided in the Educational Code of the State of California and Title V of the Administrative Code.